

AUTO CR - LOG SUMMARY #1069779

TYPE: INFO

Incident Finding / Overall Case Finding

Description of Incident	Finding	Entered By	Entered Date
(None Entered)			

Reporting Party Information

Role	Name	Star No.	Emp No.	UOA / UOD	Position	Sex	Race	Address	Phone
NON-CPD	Reporting Party Witness	Anonymous							

Incident Information

Incident From Date/Time	Address of Incident	Beat	Dist. Of Occurrence	Location Code	Location Description
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Accused Members

Role	Name	Star No.	Emp No.	UOA / UOD	Position	Status	Initial / Intake Allegation
CPD Employee	Accused	AVILA, JOSEPH		051 /	SERGEANT OF POLICE	OFF Duty	THE REPORTING PARTY ALLEGES THAT THE ACCUSED SERGEANT IS CONSTANTLY SEXUALLY HARASSING THE VICTIM WHILE EMPLOYED AT HIS SECONDARY EMPLOYMENT, A SECURITY COMPANY.

Other Involved Parties

Role	Name	Star No.	Emp No.	UOA / UOD	Position	Sex	Race	Address	Phone
NON-CPD	Victim/Subject	Unknown							

Involved Party Associations

Role	Rep. Party Name	Related Person	Relationship
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Incident Details

CR Required?		Manner Incident Received?	LETTER
Confidential?		Biased Language?	N
Extraordinary Occurrence?	N	Bias Based Profiling?	N
Police Shooting (U)?	N	Alcohol Related?	N
Non Disciplinary Intervention:	N	Pursuit Related?	N
Initial Assignment:	IAD	Violence in Workplace?	N
Notify IAD Immediately?	N	Domestic Violence?	N
EEO Complaint No.:			
Civil Suit No.:		Civil Suit Settled Date:	
Notify Chief Administator?	N	Notify Chief?	
Notify Coordinator?		Notification Does Not Apply?	Y
Notification Other?	N		
Notification Comments:			

Incident Category List

Incident Category	Primary?	Initial?
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Investigator History

Investigator History

Investigator	Type	Assigned Team	Assigned Date	Scheduled End Date	Investigation End Date	No. of Days
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Extension History

Name	Previous Scheduled End Date	Extended Scheduled End Date	Date Certified Letter Sent	Reason Selected	Explanation	Extension Report Date	Approved By	Approved Date	Approval Comments
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Current Allegations

Accused Name	Seq. No.	Allegation	Category	Subcategory	Finding
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Situations (Allegation Details)

Accused Name	Alleg. No.	Situation	Victim/Offender Armed?	Weapon Types	Weapon Other	Weapon Recovered?	Deceased?
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Status History

Resulting Status	Status Date/Time	Created By	Position	UOA / UOD	Comments
ADMINISTRATIVELY CLOSED	19-JUN-2014 02:47	KLIMAS, ROBERT	COMMANDER	121 /	
PENDING ADMINISTRATIVE CLOSURE	19-JUN-2014 11:44	WATSON, JOHN	POLICE OFFICER	121 /	Admin close. Anonymous
PENDING ASSIGN TEAM	13-JUN-2014 05:19	DEAN, BRUCE	SUPERVISING INV COPA	113 /	
PENDING SUPERVISOR REVIEW	13-JUN-2014 05:03	STEWART, DENISE	INTAKE AIDE	113 /	
PRELIMINARY	13-JUN-2014 04:29	STEWART, DENISE	INTAKE AIDE	113 /	

Attachments

No.	Type	Related Person	No. of Pages	Narrative	Original in File	Entered By	Entered Date/Time	Status	Approve Content	Approve Inclusion
1	FACE SHEET					STEWART, DENISE	13-JUN-2014 04:29			
	DOCUMENTS - INTAKE INCIDENT		3	LETTER	N	STEWART, DENISE	13-JUN-2014 05:03	APPROVED		

Review Incident

Review Type	Accused/Involved Member Name	Result Type	Reviewed By	Position	Unit	Review Date	Remarks
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Review Accused

Review Type	Accused/Involved Member Name	Result Type	Reviewed By	Position	Unit	Review Date	Remarks
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Accused Finding History

Accused	Allegation	Reviewed By	Reviewed Date/Time	CCR?	Concur?	Finding	Finding Comments
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Accused Penalty History

Accused	Reviewed By	Reviewed Date/Time	CCR?	Concur?	Penalty	Penalty Comments
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Findings

Accused Name	Allegations	Category	Concur?	Findings	Comments
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FACE SHEET (Notification Date: 13-JUN-2014) - LOG #1069779

TYPE: INFO

Reporting Party Information

Role	Name	Star No.	Emp No.	UOA / UOD	Position	Sex	Race	Address	Phone
NON-CPD	Reporting Party Witness	Anonymous							

Incident Information

Incident From Date/Time	Address of Incident	Beat	Dist. Of Occurrence	Location Code	Location Description
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Accused Members

Role	Name	Star No.	Emp No.	UOA / UOD	Position	Status	Initial / Intake Allegation
CPD Employee	Accused	AVILA, JOSEPH		051 /	SERGEANT OF POLICE	OFF Duty	THE REPORTING PARTY ALLEGES THAT THE ACCUSED SERGEANT IS CONSTANTLY SEXUALLY HARASSING THE VICTIM WHILE EMPLOYED AT HIS SECONDARY EMPLOYMENT, A SECURITY COMPANY.

Incident Details

CR Required?		Manner Incident Received?	LETTER
Confidential?		Biased Language?	N
Extraordinary Occurrence?	N	Bias Based Profiling?	N
Police Shooting (U)?	N		
Motor Vehicle (V)?		Alcohol Related?	N
Non Disciplinary Intervention:	N	Pursuit Related?	N
Initial Assignment:	IAD	Violence in Workplace?	N
Notify IAD Immediately?	N	Domestic Violence?	N
EEO Complaint No.:			
Civil Suit No.:		Notify Chief?	
Notify Chief Administrator?	N	Notification Does Not Apply?	Y
Notify Coordinator?			
Notification Other?	N		

Initial Incident Category List

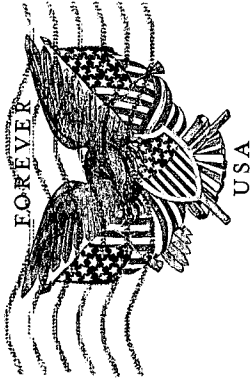
Initial Incident Category	Primary?
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Assignment History

Assigned To	Assigned Team	Investigator	Assignment Date/Time	Assigned By	Reason
IAD	INTERNAL AFFAIRS DIVISION	-	13-JUN-2014 16:29	STEWART, DENISE	

Status History

Resulting Status	Status Date/Time	Created By	Position	UOA / UOD	Comments
ADMINISTRATIVELY CLOSED	19-JUN-2014 02:47	KLIMAS, ROBERT	COMMANDER	121 /	
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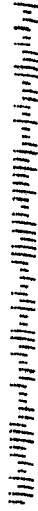
11 JUN 2014 PM 9 L

Independent Police Review Authority
1615 West Chicago Avenue
4th Floor
Chicago, IL. 60622

12 JUN 2014 11

1:14 PM
JUN 11 2014

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Copies forwarded to : City of Chicago Internal affairs Division

City of Chicago Independent Review Authority

U.S. Equal Employment Department of Human Rights

City of Chicago ; SunTimes paper

City of Chicago Tribune paper

Attached is a letter that was sent to a corporate office of G4S (security company) that employs Chicago Police officers as secondary employment. The letter is the concerns about sexual harassment of a female employee who was continually sexually harassed by her immediate supervisor who is a Chicago Police Sgt. (Joe Avila) Also employed there as a secondary job off duty. Because this letter was generated by fellow employees directed to their management, G4S conducted an internal investigation.

Their investigation revealed;

All above allegations of sexual harassment toward/s the female employee by this sgt to be founded and confirmed. The sgt Joe Avila was interviewed and blatantly admitted his actions with no regrets nor any apologize further during the interview with said investigators stated fellow employees shouldn't make a big deal or issue out of all this. Management of this company then informed (warned) him to cease any further actions as being inappropriate. That was their response to such a serious offense and Joe Avila response was again he did not say or do anything that ladies had never heard before. As a fellow police officer I'm sadden by the management's response and know I'm held accountable for my actions on and off duty. Sgt. Joe Avila should also be held accountable for his actions on and off duty. We fellow officers who work with him at this secondary job also noticed after the incident he had no remorse and laughed about the incident being minor in nature.

I hope you contact management about this incident and confirm all I have said and then conduct your investigation, Sexual harassment in the work place is a very serious crime and even though Joe Avila is a sgt. He should also be held accountable. If he doesn't acknowledge any wrongs in his comments or actions to female employees at his secondary job, it is a safe assumption he has this same view of female officers under his command as a sgt for the city of Chicago and all ladies he encounters during his tour of duty.

To : Corporate Management of G4S
Corporate Personal Division G4S
Corporate Ownership G4S

I am directing this letter to all of the above departments and ownership of G4S concerning the sexual harassment occurring within your company in the Chicago Branch, that is a continual on-going problem of one of your supervisors (Joe AVILA). His immediate and fellow supervisors are aware of his actions and yet they take no action and allow this unprofessional acts to continue. I not only write this letter as anonymous on behalf of [REDACTED] but for all employees who have to tolerate this in a work professional work place.

As a fellow Chicago Police Officer we are aware Joe AVILA is a sgt. For the Chicago Police department, but this should not give him any right to continue to degrade, make sexual references, sexual comments, or any physical contact (brushing along side of her, touching her hair, hugging) with any female employee to satisfy his personal issues. He readily abuses his status knowing all will not confront him about these actions. He is aware [REDACTED] will not complain because her fear of any repercussions she would receive could effect her employment at your company.

Unfortunately I write this letter as anonymous because I to believe Joe AVILA will direct his rath at me for speaking out about something all should voice towards management and him. There are many of us who agree and speak amongst ourselves about his actions and comments, yet we fear reprisals from him. So I take this effort to make you aware of this issue that weighs heavy on all of us employed with you.

Please take the time and conduct an investigation about Joe Avila with his supervisors and fellow employees about how he constantly harasses [REDACTED]. Unfortunately [REDACTED] will continue to suffer embarrassment because she has no option because of financial needs for her employment. But as one person I speak the truth even without her knowledge or consent about me writing this letter. I ask you to take immediate action and ask you to realize the importance of this letter.

If he continues his actions and comments in which your company or supervisors take no action, we as a group on behalf of [REDACTED] and ourselves who have females (relatives) in the work place will conclude you have no concerns about your employees and we will then forward this complaint (class action suit) to a federal agency.. We then will have no choice but to testify on behalf of [REDACTED]. I fear this letter may cause repercussions to [REDACTED] after Joe AVILA is made aware of this complaint. Again I ask you to step in and oversee this, if she does feel repercussions concerning him cutting her hours we will again forward this letter accordingly and include that in the complaint.

As I mentioned [REDACTED] is unaware of this letter, but as a fellow employee with your company, we all believe Joe AVILA is unprofessional and his level has stooped to beyond sick